REPLY TO
ATTENTION OF

ATSN-CBC   14 July 2005

MEMORANDUM FOR Personnel Concerned

SUBJECT: Policy Letter #4, Prevention of Sexual Harassment (POSH)

1. I will not tolerate sexual harassment of any type. Every Soldier and civilian will help prevent instances of sexual harassment. I expect every Soldier and their leader to take swift and positive steps to help eradicate biased behaviors and sexual harassment.

2. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Soldiers can find more information on sexual harassment in Chapter 7, AR 600-20.

3. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of another soldier or civilian employee is engaging in sexual harassment. Similarly, any Soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

4. Individuals who are sexually harassed by superiors, subordinates, or peers should make it clear that such behavior is offensive and report the harassment to the Chain of Command and/or the NCO Support Channel. If a Soldier is unable to resolve a complaint of sexual harassment within the Chain of Command and/or the NCO Support Channel, the Soldier may file a complaint with the Brigade Equal Opportunity Advisor or the IG. Civilians may use the procedures prescribed in AR 690-600. Every Soldier or civilian must be able to report a complaint without threat of intimidation or fear of reprisal.

5. This memorandum supercedes all previous memorandums on this subject.

6. POC this memorandum, SFC Strange, 596-6351, or strangel@wood.army.mil.

7. WE SET THE STANDARD!

                                                                Robert T. Hixon
                                                                LTC, TC
                                                                Commanding